



# Top Sail

*USCG Civil Rights Directorate Region 3 Quarterly Newsletter*

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## Sector San Diego Commemorates Dr. Martin Luther King, Jr. Day

By LCDR Jon Bartel, Sector San Diego



Members of Coast Guard Sector San Diego marched in San Diego's 32nd Annual Martin Luther King, Jr. Day Parade, one of the largest celebrations of its kind in the United States. The parade provided an opportunity for Coast Guard personnel, as well as DHS sister agencies Customs and Border Protection (CBP) and Immigration and Customs Enforcement (ICE), to celebrate the legacy of a truly great American. Sector San Diego showcased its color guard, ANT San Diego's Trailable Aids to Navigation Boat (TANB), and an Incident Management vehicle,

which were accompanied by a 50-member marching contingent of Sector personnel. Sector San Diego members also distributed Coast Guard recruiting materials to people along the parade route.



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# Coast Guard Island Celebrates African American History Month

By Lisa Darter, EEO Assistant, Region 3



Panelists (from left to right) Marie Gilmore, Mayor of Alameda; Senior Chief Tuesday Jackson, FSCS aboard the USCGC BERTHOLF; Vicki Smith, dedicated volunteer and Coast Guard spouse; and Josiane Stokes, Transportation Division Chief for Base Alameda.

Coast Guard Island celebrated Black History Month on February 28, 2012. The program focused on this year's theme: "Black Women in American Culture and History," and began with opening remarks from RADM Joseph Castillo, Commander of the Eleventh Coast Guard District. The audience was then entertained by the Oakland School of the Arts Choir, who performed traditional Af-

rican-American Spirituals as well as a traditional West African piece.

The main feature of the event was a panel of four accomplished African-American women who shared words of experience and inspiration as they answered questions delivered by moderator SN BreAnn Whiat. The panelists were Mayor Marie Gilmore, the first African-American woman elected as Mayor of Alameda, CA; Senior Chief Tuesday Jackson, a highly regarded and experienced senior enlisted cutterman, currently assigned to USCGC BERTHOLF (WMSL 750); Mrs. Vicki Smith, a passionate volunteer and active Coast Guard spouse; and Ms. Josiane Stokes, Transportation Division Chief for Base Alameda.

Near the end of the event, students from the Oakland School of the Arts recited the poems "Ain't That Bad" by Maya Angelou, and "Only a Black Woman" by an anonymous author. The event concluded with closing remarks and acknowledgements from LaVera Lincoln, Mass Transit Coordinator for Base Alameda and the African American Program Manager. The audience was then invited to sample some traditional African-American foods, while the Oakland Military Institute Band performed. The event was a wonderful collaboration between the Coast Guard and the local community to celebrate African-American culture and the many accomplishments of African-American women throughout history and in our current workforce. Please enjoy the pictures on Page 4!



Members of the Oakland Military Institute Band perform.



LaVera Lincoln, African-American Program Manager (center); Master of Ceremonies, Anthony Smith (left); Panel Moderator, SN BreAnn Whiat.



## Supervisors and Managers Civil Rights Awareness and Sexual Harassment Prevention Training

By Trina Anderson, Zone 11 Civil Rights Manager and Patricia Tyler, Regional Civil Rights Director, Region 3

On January 25, 2012, Trina Anderson, Zone 11 Equal Opportunity Manager, conducted Supervisors and Managers training on Coast Guard Island. Approximately 36 civilian and military managers and supervisors were in attendance from various units throughout the San Francisco Bay Area.

Patricia Tyler, the Region 3 Civil Rights Director, provided opening remarks to explain the Civil Rights Directorate's "Five Civil Rights Missions" and how meeting these missions and goals can help to ensure that the Coast Guard will foster and maintain a model workplace and a model EEO Program. The Five Civil Rights Directorate Mission and Goals are (COMDTINST M5350.4C May 2010):

1. Help the Command to demonstrate leadership in the area of Civil Rights.
2. Ensure that the organizational culture values diversity.
3. Correct civilian workforce imbalance.
4. Resolve complaints at the lowest level.
5. Promote affirmative community outreach.

Ms. Anderson's presentation included sessions on Complaint Processing and Complaint Statistics for Region 3, EEO Laws, Civil Rights Awareness and Sexual Harassment Prevention, Alternative Dispute Resolution (ADR) procedures, Special Emphasis Programs, DEOMI Organizational Climate Survey (DEOCS) and focus group assistance, Reasonable Accommodation assistance, MD-715 Laws and regulations, the Anti-Harassment and Hate incident policy, the Social Climate policy, the Annual Civil Rights Command Checklist procedures, Equal Opportunity Reviews, Outreach efforts, including Partnership in Education (PIE), and other avenues of redress. The sessions generated some thought provoking conversations that will serve to assist those who were in attendance with daily managerial challenges.

If you are interested in taking Supervisor and Managers Civil Rights Awareness training, you can call Ms. Anderson at (510) 437-3859 to find out if there is space left in her upcoming class scheduled for April 12, 2012. You can also sign up [HERE](#)



Trina Anderson, Zone 11 Civil Rights Manager.



Patricia Tyler, Regional Civil Rights Director, Region 3

## Zone 11 Welcomes Aboard New Equal Opportunity Advisor



LT Howard Vacco enlisted in the Coast Guard on October 7<sup>th</sup>, 1997. He reported to Coast Guard

Activities New York where he was responsible for over 100 service records, and was an active member of the Color Guard, Human Relations Council, and Partnership in Education program. He was later reassigned to Air Station Clearwater, where he ensured that medical and administrative requirements to recall all of the Air Station's reservists to support Operation Iraqi Freedom were quickly brought into compliance. LT Vacco reported to Officer Candidate School in November of

2003, and was then transferred to Marine Safety Office in Buffalo, where he served as the unit's Chief of the Maritime Homeland Security Division. He oversaw the protection of critical maritime assets and armed shore law enforcement missions in support of Operation Neptune Shield. He was deployed as the Resource Unit Leader for the Hurricane Katrina response and recovery operation. He has supported many initiatives, including inspecting and certificating multiple vessels in support of the Haiti earthquake relief efforts and was assigned as the Vessel Decontamination Supervisor in support of Operation Deepwater Horizon. He assisted in reactivating the local Jacksonville National Naval Officers Association (NNOA) chapter where he served as the Programs Director. An active member of the

NNOA, he also mentored youth at a local halfway house structured to rehabilitate juveniles who have committed crimes, and implemented a fund-raising golf tournament that provided over \$5000 in scholarship money to underprivileged youth. LT Vacco reported to his current position as the Region 3, Zone 11, Equal Opportunity Advisor, in October of 2011. His military awards include: The D.O.T Secretary's Award for Outstanding Achievement, the Coast Guard Achievement Medal (3 awards), the Commandant Letter of Commendation Ribbon (3 awards), the Humanitarian Service Medal (2 awards), the Military Outstanding Volunteer Service Medal, and numerous service awards. LT Vacco is married to Corina Vacco, and they have one newborn son, Miles Quentin Vacco.

## Coast Guard Island African American History Observance cont'd



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We're on the Web!  
Visit our Website [Here](#)

#### Vision Statement

*To serve as the center of excellence for equal opportunity and human relations by administering the Region 3 Area Civilian Equal Employment Opportunity and Military Civil Rights Programs, Special Emphasis Programs, Civil Rights Awareness Training, and Partnership in Education Programs. As a part of our mission we also provide consulting services and training to managers, supervisors, employees/members and applicants for employment in support of the Coast Guards mission.*

#### Our Mission

*To assist managers and supervisors in creating an environment that supports and encourages the contributions of all Coast Guard Personnel and translates an increased awareness of diversity issues into improved leadership.*